

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after September 3, 1999, were as follows: Average increases of 16 cents (2.5 percent) for Level 1 and 17 cents (2.0 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 1999.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	546	6.13	10.15	5.25
CASHIER-CHECKER	250	5.48	8.15	5.25
OFFICE CASHIER	37	6.61	8.40	6.40
TELLER	578	6.50	11.24	5.34
DATA ENTRY CLERK	11	6.53	7.38	6.10
ACCOUNTING CLERK	8	7.00	8.10	6.08
DESK CLERK	46	8.42	10.96	7.67
NF - 2				
STORE DETECTIVE	15	8.00	9.69	6.69
HEAD CUSTOMER SVC ASST	8	7.64	11.26	6.26
PAYROLL CLERK	16	8.09	11.96	5.26
SECRETARY	378	9.35	16.98	5.25
DATA ENTRY SPECIALIST	95	7.71	11.07	5.25
ACCOUNTING TECHNICIAN	241	9.34	14.21	5.26
NF - 3				
EXECUTIVE SECRETARY	129	10.98	20.25	6.89

WAGE AREA : #155 San Juan/Guaynabo, PR

ORDER DATE: July 2, 1999

SURVEY : #014/015-24